

South Dakota Department of Human Services

DHS Strategic Plan



Self-advocates plan individualized services and supports to meet their goals (Goal 1):

1. Increase the number of staff and providers participating in Person Centered Thinking (PCT) training as well as the use of PCT tools.
2. Enhance partnerships with all stakeholders in sustaining systemic PCT training opportunities.
3. Implement person-centered career planning.
4. Assess and increase self-direction opportunities, events and training through input from boards, councils and advisory groups.
5. Provide a choice of qualified providers and Medicaid waiver services.

DHS provides quality services and supports while encouraging innovation (Goal 2):

1. Reassess Medicaid waiver reimbursement methodologies with stakeholder input to increase service choices for self-advocates.
2. Create opportunities for people with disabilities to gain work experience in the community.
3. Develop employment models within state government.
4. Communicate the performance of the department to the public and stakeholders by publishing important performance indicators.
5. Incorporate technologies when feasible to enhance services.
6. Research and develop crisis-intervention strategies.

Strategies

DHS raises awareness of the resources available to support people with disabilities through education and advocacy (Goal 3):

1. Create an outreach campaign to advocate the benefits of hiring people with disabilities.
2. Recognize employer champions and employment of people with disabilities.
3. Create a website service to provide employers with resources and track its usage.
4. Develop opportunities to share success stories.

DHS maintains a knowledgeable and prepared workforce with a high level of engagement to support the department's mission (Goal 4):

1. Create a positive, encouraging work environment by becoming a person-centered organization.
2. Develop and sustain a mentoring program.
3. Offer opportunities for professional development.
4. Develop dashboard indicators to share accomplishments with staff.
5. Connect staff with broader professional and community networks.

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